

why **hire**
a **refugee?**



Improve Your Workforce

why **hire**
a **refugee?**



What is a refugee?

A **refugee** is a person who fled his or her country of origin and is unable to return due to persecution based on religion, race, nationality, political opinion or membership in a particular social group.

why **hire** a **refugee?**



How are refugees different than immigrants?

- A **refugee** is legally brought to the United States by the U.S. Department of State.
- They are individuals who may become permanent residents after one year and may apply for citizenship after five years.
- All refugees may legally work in the U.S. as soon as they arrive.

why **hire** a **refugee?**



What do refugees offer?

- Better retention rates
- An eagerness to work
- Adaptability
- Quick learning ability
- Dependability and loyalty
- Strong work ethics
- Positive attitudes
- Workplace and bilingual skills

why **hire** a **refugee?**



What are employer incentives?

- **Back-to-Work/STEP UP Program**
<http://www.stepuputah.com/financial-aid/whats-available/>
- **Work Opportunity Tax Credit (WOTC)**
<http://www.doleta.gov/business/incentives/opptax/>
- **On-the-Job Training (OJT)**
<http://jobs.utah.gov/employer/resource/ojt.html>

why **hire**
a **refugee?**



What can we do to help?

- **Provide all services at no cost to the employer**
- **Screen and assess applicants**
- **Locate reliable workers**
- **Provide job readiness orientation**
- **Provide employment counseling**
- **Offer translation services**
- **Offer administrative support**

why **hire**
a **refugee?**



Employer Testimonials

Bakery Express

http://www.refugeeworks.org/employers/success_BakeryExpress.html

Dairy and Onion Farms

http://www.refugeeworks.org/employers/Finding_Industry_SpecificJobs.html

Rivanna Natural Designs

http://www.refugeeworks.org/employers/success_greenjobs.html

why **hire**
a **refugee?**



Contact Information

Ayelen Butler

Refugee Services Office

aybutler@utah.gov

801-691-8522

www.refugee.utah.gov